High Skills Performance People: Mastering Leadership Excellence

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Toronto (Canada)



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Why This Course

High-performance leadership is essential for organizations that want to achieve stronger results, build capable teams, encourage innovation, and remain resilient in a changing business environment. Leaders today are expected to do more than manage tasks. They must inspire people, set direction, make sound decisions, build accountability, and create a culture where excellence becomes part of daily work.

Driving high performance requires a balanced mix of emotional intelligence, strategic thinking, communication, motivation, delegation, innovation, change leadership, and continuous improvement. Leaders who master these skills are better able to guide teams through complexity, strengthen engagement, and deliver sustainable organizational success.

This intensive 1-week course is designed to equip leaders with advanced skills and practical strategies to drive high performance across teams and organizations. Through interactive sessions, real-world case studies, leadership exercises, and action planning, participants will learn how to lead with confidence, inspire commitment, and build a culture of excellence and innovation.

What You'll Learn and Practice

By joining this program, you will:

- Understand the principles of high-performance leadership.
- Assess your leadership style, strengths, and improvement areas.
- Develop emotional intelligence for stronger leadership impact.
- Create a compelling vision for organizational excellence.
- Build and lead high-performing teams.
- Apply strategies for team motivation, engagement, and empowerment.
- Delegate effectively and strengthen accountability.
- Manage team dynamics, conflict, and collaboration challenges.
- Foster innovation, creativity, and continuous improvement.
- Lead organizational change and overcome resistance.
- Apply agile leadership principles for adaptability.
- Use advanced decision-making and problem-solving frameworks.
- Manage risk, uncertainty, and ethical leadership challenges.
- Develop future leaders and support succession planning.
- Create a personal high-performance leadership action plan.



The Program Flow

Day 1: Foundations of High-Performance Leadership

- Understanding high-performance leadership principles.
- The leader's role in creating excellence, focus, and accountability.
- Assessing your leadership style and effectiveness.
- Developing emotional intelligence for leadership success.
- Building trust, credibility, and leadership presence.
- Creating a vision for organizational excellence.
- Practical exercise: Identifying your leadership strengths and development priorities.

Day 2: Building and Leading High-Performance Teams

- Characteristics of high-performing teams.
- Building trust, clarity, collaboration, and shared ownership.
- Strategies for team motivation and engagement.
- Effective delegation and empowerment techniques.
- Managing team dynamics and conflicts.
- Strengthening communication and accountability within teams.
- Workshop: Designing a team performance and engagement improvement plan.

Day 3: Driving Innovation and Change

- Fostering a culture of innovation and creativity.
- Encouraging experimentation, learning, and new ideas.
- Leading organizational change effectively.
- Understanding the human side of change.
- Overcoming resistance to change.
- Agile leadership principles for adaptability.
- Practical exercise: Creating an innovation and change leadership plan.

Day 4: Strategic Decision-Making and Problem-Solving

- Advanced decision-making frameworks.
- Critical thinking and analytical skills.
- Solving complex business challenges with structure and clarity.
- Managing risk and uncertainty.
- Balancing speed, quality, ethics, and business impact in decisions.
- Ethical leadership and decision-making.
- Workshop: Applying a decision-making framework to a complex leadership challenge.



Day 5: Sustaining High Performance

- Performance management and continuous improvement.
- Building a culture of accountability.
- Setting expectations, monitoring progress, and giving feedback.
- Developing future leaders and succession planning.
- Sustaining motivation, excellence, and resilience over time.
- Creating a personal leadership development plan.
- Final activity: Presenting a high-performance leadership action plan.

Individual Impact

- Strengthen your confidence as a high-performance leader.
- Improve your communication, motivation, and team empowerment skills.
- Build stronger emotional intelligence and leadership self-awareness.
- Enhance decision-making and problem-solving in complex situations.
- Improve your ability to lead change, innovation, and uncertainty.
- Develop a personalized leadership action plan for immediate application.

Work Impact

- Improve team performance, engagement, and accountability.
- Strengthen organizational culture around excellence and continuous improvement.
- Encourage innovation, adaptability, and creative problem-solving.
- Improve leadership communication and collaboration across teams.
- Support better decision-making during complex business challenges.
- Build stronger leadership capacity and future-ready talent within the organization.

Training Methodology

This program uses a practical and leadership-focused approach designed to help participants apply high-performance leadership skills directly in the workplace. Learning methods include:

- Interactive discussions and guided facilitation.
- Leadership style and emotional intelligence assessments.
- High-performance team case studies.
- Communication, delegation, and empowerment exercises.
- Conflict management and team dynamics role plays.
- Innovation and change leadership workshops.
- Strategic decision-making and problem-solving activities.
- Peer feedback, facilitator coaching, and personal action planning.



Beyond the Course

Upon completion, participants will be prepared to lead with greater confidence, clarity, and impact. They will return ready to:

- Develop and apply a personalized high-performance leadership action plan.
- Use practical leadership tools immediately in the workplace.
- Motivate and empower teams more effectively.
- Build a culture of accountability, excellence, and innovation.
- Lead change and manage resistance with confidence.
- Strengthen long-term leadership growth through peer learning and continuous development.

